

OLS SAD PAY Entitlements						Other Pay		Insurance		
Status	Base Pay+BAH RC/T+BAS+Daily Allowance	Hardship Duty Pay - Tempo (HDP-T)	Imminent Danger Pay	Aviation Hazardous Duty Incentive Pay (HDIP)	Medical Board Certified Pay (BCP)	Daily Incidentals	Family Separation Pay	Tricare Prime	Tricare Reserve Select	State Insurance (Health Select of Texas/ Consumer Directed Health Select)
AGR	NO (See federal Pay)	NO	NO	NO	NO	YES	YES	YES	YES	NO
Technicians on SAD Orders	YES	YES	YES	YES*	YES**	NO	NO	NO	NO	YES
M-Day/DSG on SAD orders	YES	YES	YES	YES*	YES**	NO	NO	NO	YES	YES
TXSG on SAD orders	YES	NO	NO	NO	NO	NO	NO	NO	NO	YES
State Employees on SAD orders	YES	YES	YES	YES*	YES**	NO	NO	NO	YES	YES

*To qualify for HDIP	The service member must be performing hazardous duty involving frequent and regular aerial flight as a crew member, and non-crew member, and to induce members (other than, career aviators) to volunteer for flying duty assignments and to retain the required number of skilled crewmembers to man mission requirements.
**To qualify for BCP	Personnel in the Medical Corps of the Army and Air Guard certified by their appropriate Specialty Examining Board or a Board Certification Equivalency are authorized this payment.

AGR Family Separation Allowance: FSA is authorized when SM is away on TDY from their permanent duty station continuously for more than 30 days, and dependents are not residing at or near the TDY station. FSA is payable at the rate of \$250 per month (pro-rated to \$8.33 per day for periods less than a month).

## Definitions:

### Hardship Duty Pay– Tempo (HDP-T), \$500/month

Designed to recognize extended or excessive amounts of time outside of a Service Member's permanent duty station (PDS). Due to the high operational tempo required to support Operation Lone Star, Texas National Guardsmen serving in support of OLS on SAD are authorized HDP-T in an effort to improve retention, quality of life, family separation, and other factors that contribute to a Service Member's dissatisfaction when spending extended or excessive amounts of time away from the Service Member's PDS.

### Imminent Danger Pay (IDP), \$225/month

IDP may be paid to a service member who is subject to the threat of physical harm or imminent danger. IAW Texas Governor's Disaster Proclamation, dated May 31, 2021. "disaster" is defined as the occurrence or imminent threat of widespread or severe damage, injury, or loss of life or property resulting from any natural or man-made cause.

### Aviation Hazardous Duty Incentive Pay (HDIP)- Flying Duty, \$33/day

For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and non-crew member, and to include members (other than, career aviators) to volunteer for flying duty assignments and to retain the required number of skilled crewmembers to man mission requirements.

### Medical Board Certified Pay (BCP), \$500/month

Personnel in Medical Corps of the Army and Air Guard certified by their appropriate Specialty Examining Board or Board Certified Equivalency are authorized this payment.

### High Deployment Allowance (HDA), \$1000/month

Designed to compensate TXANG and TXARNG personnel deployed more than 365 cumulative voluntary days served on Operation Lone Star (OLS). HDA is authorized for personnel assigned to OLS who voluntarily choose to remain on State Active Duty (SAD) beyond 365 cumulative days.

**FIRST SAD PAYCHECK:** Service Members can anticipate to receive a SAD paycheck in a paper or Electronic Funds Transfer (EFT). Due to the state active duty pay in-processing timeline, service members can anticipate their first payment to be a paper check. Service Members opting for state insurance will be paid once a month.

### SAD Pay Dates: (Monthly = MO)

**September 2023**  
MO – 05-06 OCT

**October 2023**  
MO – 06-07 NOV

**November 2023**  
MO – 06-07 DEC

**December 2023**  
MO – 04-05 JAN

**January 2024**  
MO – 06-07 FEB

**February 2024**  
MO – 06-07 MAR

**March 2024**  
MO – 04-05 APR



**STATE ACTIVE  
DUTY PAY**

**Texas Military Department J1**

**OLS PAY HOTLINE  
Toll Free 512-782-1234**

**As of 01 SEP 2023**



**SAD Pay Reference:**  
**TMD SAD Pay Directive 1216.01**  
**Effective 1 September 2023**

## STATE ACTIVE DUTY (SAD) PAY

**A service member called to state active duty (SAD) or to state training and other duty has the rights, privileges, duties, functions and authorities conferred or imposed by state law.**

**TXSG SAD = \$187.33 daily rate + \$59 Daily Allowance  
PAY = \$246.33 per day.**

**ANG/ARNG OLS SAD PAY= Daily Pay + Daily Allowance**

**Daily Pay = (Base Pay + BAH RC/T + BAS)**

All Service Members will receive an additional \$8.33 per day to their daily pay. SMs Members whose daily pay is less than the daily minimum of \$165.33, will make no less than \$165.33 a day + \$59 daily allowance = \$224.33.

### Basic Allowance for Sustenance (BAS)

ARNG and ANG

Officers: \$10.39

Enlisted: \$15.09

### Daily Allowance

ARNG, ANG, and TXSG

\$59 Daily

### HDA

ARNG and ANG

\$1000 a month

### Special Pay

ARNG, ANG, and TXSG

Aviation Incentive Pay (AVIP, and Critical Skills Incentive Pay for Flight Duties)

Special Pay is: \$33 Per day

### Hardship Duty Pay - Tempo (HDP-T)

ARNG and ANG

\$500 a month

### Medical Board Certified Pay (BCP)

ARNG and ANG

\$500 a month

### Imminent Danger Pay (IDP)

\*only for TF on the Border

ARNG and ANG

\$225 a month

\*\* Note: Pay tables reflect up to 20 years, however pay will increase after 20+ years. 20+ years and E4 and below pay tables can be found at:

<https://www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables/>

BAH -Enlisted	E-5	E-6	E-7	E-8	E-9
	Daily	Daily	Daily	Daily	Daily
W/ Dependents	40.39	44.88	48.56	52.34	56.75
W/O Dependents	30.30	33.67	36.43	39.55	43.02

BAH -Officer	O-1	O-2	O-3	O-4	O-5	O-6
	Daily	Daily	Daily	Daily	Daily	Daily
W/ Dependents	42.22	47.16	55.27	66.80	75.79	78.63
W/O Dependents	31.68	36.89	46.58	58.08	62.69	65.10

BAH - Warrant	W-1	W-2	W-3	W-4	W-5
	Daily	Daily	Daily	Daily	Daily
W/ Dependents	43.12	49.81	54.21	59.14	64.51
W/O Dependents	32.80	39.11	44.07	52.41	59.04

BASE PAY	E-5	E-6	E-7	E-8	E-9
Enlisted	Daily	Daily	Daily	Daily	Daily
> 2 YEARS	91.01	99.35	114.86		
OVER 2	97.14	109.33	125.36		
OVER 3	101.84	114.16	130.71		
OVER 4	106.64	118.85	136.51		
OVER 6	114.13	123.73	141.49		
OVER 8	121.95	134.74	150.02	165.24	
OVER 10	128.39	139.03	154.83	172.55	201.85
OVER 12	129.16	147.33	163.35	177.07	206.43
OVER 14	129.16	149.87	170.45	182.49	212.19
OVER 16	129.16	151.71	175.29	188.36	218.96
OVER 18	129.16	153.88	180.45	198.96	225.83
OVER 20	129.16	153.88	182.44	204.34	236.76

BASE PAY	O-1	O-2	O-3	O-4	O-5	O-6
Officer	Daily	Daily	Daily	Daily	Daily	Daily
> 2 YEARS	121.24	139.69	161.66	183.88	213.11	255.64
OVER 2	126.20	159.09	183.26	212.84	240.07	280.84
OVER 3	152.56	183.23	197.78	227.07	256.68	299.27
OVER 4	152.56	189.42	215.66	230.21	259.81	299.27
OVER 6	152.56	193.31	226.01	243.39	270.19	300.42
OVER 8	152.56	193.31	237.35	257.54	276.38	313.29
OVER 10	152.56	193.31	244.67	275.16	290.02	315.00
OVER 12	152.56	193.31	256.72	288.85	300.06	315.00
OVER 14	152.56	193.31	263.02	298.37	312.99	332.90
OVER 16	152.56	193.31	263.02	303.85	332.76	364.54
OVER 18	152.56	193.31	263.02	307.01	342.18	383.12
OVER 20	152.56	193.31	263.02	307.01	351.49	401.68

BASE PAY	W-1	W-2	W-3	W-4	W-5
Warrant	Daily	Daily	Daily	Daily	Daily
> 2 YEARS	118.50	135.01	152.59	167.08	
OVER 2	131.27	147.78	158.93	179.71	
OVER 3	134.69	151.70	165.47	184.87	
OVER 4	141.94	154.41	167.59	189.94	
OVER 6	150.50	163.16	174.41	198.69	
OVER 8	163.13	176.76	187.86	207.34	
OVER 10	169.02	183.52	201.86	216.10	
OVER 12	177.29	190.15	208.46	229.26	
OVER 14	185.39	198.27	216.09	240.81	
OVER 16	191.77	204.62	223.94	251.80	
OVER 18	197.64	210.36	238.08	260.81	
OVER 20	204.78	217.24	247.61	269.59	297.07